

Rate of pay by Driver Seat Class

Seat Class	2005 - May 18, 2007		May 18, 2007 - Present	
	Pay Per Mile (taxable + per diem)	Min Gross \$ per Week *	Pay Per Mile (taxable + per diem)	Min Gross \$ per Week *
B1	\$0.10	\$500	\$0.12	\$600
B2	\$0.10	\$500	\$0.12	\$600
C	\$0.08	\$400	\$0.10	\$500
D	\$0.00	\$0	\$0	\$0

* provided they are available to work

D seat class are people in instruction phase to obtain their CDL, they are NOT employed therefore no earnings

D7 0001

Company Driver Program

Flatbed

Effective with hires starting 09-07-09 and after
(re-sent 10 13 09)

Credited experience:

Months	Base mileage	Solo Rate	Team Rate	
This is rate prior to 80,000 miles at Prime				
Under	80,000	\$ 0.360	\$ 0.380	
1 yr ~ 1 yr 4 mo	12 to 17	\$ 0.370	\$ 0.385	0.1925
1 yr 5 mo ~ 2 yrs	18 to 24	\$ 0.380	\$ 0.395	0.1975
	250,000	\$ 0.390	\$ 0.400	
	310,000	\$ 0.400	\$ 0.410	
	430,000	\$ 0.410	\$ 0.420	
	480,000	\$ 0.410	\$ 0.420	
	600,000	\$ 0.415	Cap	
	720,000	\$ 0.420		
	840,000	\$ 0.425		
	975,000	\$ 0.430		

ADDITIONAL PAY

Tarping: \$50 min or A direct pass through on what we cover from the customer.
Driver will have to use this to pay for all securement equipment.

Stops: Stops in transit will be \$25 per occurrence. Final drop excluded.

New York City pay: Driver will receive additional \$50 dollars for going into New York City.

Vacation pay: This will run on the same schedule as currently in place.

125,000 miles = (1 week) \$500

250,000 miles = (1 week) \$500

375,000 miles = (1 week) \$500

500,000 miles = (1 week) \$500

5th YEAR = (2 weeks) \$1100

Home Time Policy: 1 Day for Each week out. Home every 2 Weeks.

Layover Policy: For 24 hours available for dispatch \$35.

Breakdown Pay: \$35 per day and hotel expense.

Fuel Bonus: Computed Weekly - see table

Team Bonus Extra 10 cpm for every mile above 3500 miles in a week

Splits

FUEL BONUS IS SPLIT UP LIKE THIS...A/A=50/50 SPLIT...A/B1=60/40 SPLIT...A/B2/C=75/25 SPLIT.....

Company Driver Program Tanker

Effective with hires starting 09-07-09 and after

Credited experience:

	Months	Base mileage	Solo Rate	Team Rate	
	Under	80,000	0.340	0.360	
1 yr ~ 1 YR 4 mo	12 to 17	120,000	0.350	0.365	Can give previous credit up to 24 years
1 yr 5 mo ~ 2 yrs	18 to 24	180,000	0.360	0.375	
		250,000	0.370	0.380	
		310,000	0.380	0.390	
		430,000	0.390	0.400	
		480,000	0.390	0.400	
		600,000	0.395	Cap	
		720,000	0.400		
		840,000	0.405		
		975,000	0.410		

ADDITIONAL PAY

Tank wash : 100% paid by Prime.

Heel Charges : Prime must be notified where heel occurred or operator will pay 100%. Prime pays if they call from customer

Tanker Fittings : \$470 - \$20.00 / wk deducted for fittings. Refund 100% if unused, will refund \$\$ based on condition.

Stops: Stops in transit will be \$25 per occurrence. Final drop excluded.

New York City pay: Driver will receive additional \$50 dollars for going into New York City.

Vacation pay: This will run on the same schedule as currently in place.

125,000 miles = (1 week) \$500

250,000 miles = (1 week) \$500

375,000 miles = (1 week) \$500

500,000 miles = (1 week) \$500

5th YEAR = (2 weeks) \$1100

Home Time Policy: 1 Day for Each week out. Home every 3 Weeks.

Layover Policy: For 24 hours available for dispatch \$35.

Breakdown Pay: \$35 per day, plus hotel expense (up to \$60).

Fuel Bonus: Computed Weekly - see table

Team Bonus: Extra 10 cpm for every mile above 3500 miles in a week

Splits

FUEL BONUS IS SPLIT UP LIKE THIS...A/A=50/50 SPLIT...A/B1=60/40 SPLIT...A/B2/C=75/25 SPLIT.....

Reefer Driver Pay This is current as of 08-08-12

Company Driver Program		New after 08-08-12		Old Prior to 8-8-12	
Experience in months that you can give credit for		Solo Rate	Team Rate	Solo Rate	Team Rate
	Mileage Based				
less than 11	80,000	\$0.360	\$ 0.420	0.340	0.400
12 - 17	120,000	\$0.370	\$ 0.425	0.350	0.405
18 - 24	180,000	\$0.375	\$ 0.430	0.355	0.410
	250,000	\$0.380	\$ 0.435	0.360	0.415
	310,000	\$0.385	\$ 0.440	0.365	0.420
	430,000	\$0.390	\$ 0.445	0.370	0.425
	480,000	\$0.393	\$ 0.455	0.373	0.435
	600,000	\$0.395	\$ 0.460	0.375	0.440
	720,000	\$0.400	\$ 0.470	0.380	0.450
	840,000	\$0.405		0.385	
	975,000	\$0.410		0.390	
	1,100,000	\$0.415		0.395	
	1,350,000	\$0.420		0.400	
	1,580,000	\$0.430		0.410	
	1,700,000	\$0.440		0.420	

Retro Credit Rules:

- **Recruiting:** In order to receive credit for previous driving time.
 - Must be verifiable 18 wheeler, like driving experience (verifiable via a third party such as DAC, OVES, etc)
 - Max credit for previous work history is 24 months (min 12 months required)
 - "Chunks of work" must be at least 5 months long to be counted
 - Work must be with-in last three years to be qualified for being counted
 - Must be noted in 10street for pay scale
- Team miles should be accumulated at rate of 50%

Fuel Bonus: Computed Weekly - see table

Team Bonus

Extra 10 cpm for every mile above 3500 miles in a week
Splits

FUEL BONUS IS SPLIT UP LIKE THIS...A/A=50/50 SPLIT...A/B1=60/40 SPLIT...A/B2/C=75/25 SPLIT...

MILEAGE BONUS IS A/A=50/50 SPLIT...A/B1=60/40 SPLIT...A/B2/C=A SEAT 100% OF THE BONUS

ECO49 Truck

extra \$0.05 per mile

extra \$0.05 per mile if within limited NE area (load must start / stop in right areas)